

Renaissance South West Business Plan 2009-11 Project-by-project Summary

For 2009-11, the Museums, Libraries & Archives Council (MLA) have introduced a system to encourage new and innovative projects, as well as continuation of existing work. **Projects in development** are summarised briefly under applicable programme area headings: all of them contribute in the new areas of work. The figures reflect the plan as submitted in June 2009 and relate to the planning period of July 2009 to March 2011.

Changes to projects and financial applications are expected during the life of the plan. The summary of the plan will be updated and re-issued regularly: the next version is due in November 2009.

Audience Development

Ref	Project	Amount
AD-AC1	Visitor Communications at Royal Cornwall Museum (rcm) A range of activities such as collating user feedback, promoting family events, developing web communications, enhanced training for visitor support staff, reviewing data collection methods to ensure accurate visitor data, and maintaining free entry to the museum.	£127,000
AD-AC2	Audience Development at Bristol City Museum and Art Gallery (BCMAG) Work to support the audience development team in Bristol in ensuring increased visits to the CMAG. An audience testing programme is being created as part of development of the new Museum of Bristol, opening 2011. All activities will reach out to new audience groups and support wider sector work in the region.	£225,000
AD-AC3	Plymouth visitor promotion – Plymouth City Museum Using Plymouth City Museum's audience development plan this project will deliver a range of activities to ensure the City Museum and its satellite sites increase share of its existing visitor market, attract more lapsed and potential visitors and reflect Plymouth's demographic profile.	£116,000
AD-AC4	Out and About Programme - Royal Albert Memorial Museum & Art Gallery, Exeter A programme of off-site exhibitions, loans, events, learning activities and neighbourhood projects whilst RAMM's main site is being extensively redeveloped. Out and About will work with a range of venues and partners to keep RAMM in touch with its regular audiences and take it out to engage new audiences in unexpected places.	£164,000
AD-PD1	Unlocking the potential: Audience-focused interpretation & marketing – Russell-Cotes Art Gallery and Museum (RCAGM) An extensive programme to engage with target audiences: audience development planning, audience and market research, and development of web, multimedia, exhibitions and displays and public programmes informed by the research and evaluation.	£221,000
AD-PD2	Temporary exhibitions programme – Royal Cornwall Museum This project will maintain rcm's high repeat visits by delivering a diverse and inclusive temporary exhibitions programme, ranging from contemporary art, in-house cross-disciplinary themed exhibitions to family friendly and touring shows Exhibitions will also provide volunteering opportunities at the museum and for rcm to diversify its volunteering base.	£108,000
AD-	Gallery Redisplay – Royal Albert Memorial Museum, Exeter	£153,000

PD3	This project is central to visitor experience at the new RAMM and will deliver: (i) high quality collections-based, audience-led interactive exhibits in the 8 refurbished permanent exhibition galleries, (ii) the opening programme for the 5 temporary exhibition spaces, and (iii) artefact and specimen labels to a pre-defined brief.	
AD-PD4	Visitor Access – Plymouth City Museum This project will create new opportunities for volunteering so that volunteers engage with and enhance the visits of their own community. The visitor services assistants will develop new skills to help develop the workforce.	£181,000
AD-PD5	Exhibitions – Plymouth City Museum This project will deliver four high profile exhibitions during 2009-2010 and 2010-2011 that will build on the national, regional and local relationships Plymouth City Museum has already developed. This will enable it to consolidate its position as a venue to attract families and KS 1 and 2 schools, and build on the opportunity to broaden its market to include audiences in the wider travel to work area, to enhance the tourist offer, encouraging the day and short stay visitor market. This project will deliver: Reynolds, Comedians, Japanese Sashiko Textiles.	£127,000
AD-PD6	Content Development at new Museum of Bristol – Bristol’s Museums, Galleries & Archives For the first time, Bristol will have a museum dedicated to telling the stories of its people and its place in the world. Estimates for the new museum predict visits of 250,000 per annum. The M Shed project will create <ul style="list-style-type: none"> · A flagship museum presenting Bristol’s connections with the wider world and illustrating the lives of Bristolians across the centuries. · Evocative galleries and displays which inspire and delight visitors from all corners of the globe · Powerful learning opportunities for children with exhibits linked directly to the national curriculum · An exciting space “owned” by the public connecting people, place and memories – a museum in which the audience helps create the content · Challenging and stimulating experiences which generate pride and interest in Bristol and motivate people to help influence the future of the city. The displays will be developed by a team of curators, funded by Renaissance, working closely with project designers. 	£323,000
AD-PD7	Placing the Museum at the heart of Cornwall – Royal Cornwall Museum The aim is to place rcm at the top of the ‘must see’ list of destinations in Cornwall. The Egyptian and other Classical World material will be relocated and redisplayed to form a family-friendly space also suitable for schools delivery. The project will also see an interim rearrangement of main gallery to improve viewing and provide space for income generation through lectures, private hire etc. The art collection will be relocated to form permanent hang of Cornish Art through the ages, and the world-important mineral collection will be redisplayed so that it meets access standards. Finally rcm will work with Cornwall Council to create a state of the art learning suite for use by rcm and Record Office.	£204,000

Sub total £1,950,000

Audience Development – projects in development

	<ol style="list-style-type: none"> 1) 2012 South West (cultural Olympiad) - will provide a single coordinated approach to opportunities presented by 2012 across the five hub museums and the participant museums in the region, 2) Stories of the World (cultural Olympiad) - a core exhibition at RAMM of sexually-themed historical objects from all over the world and interpretations by scholars, collectors, curators, artists and young people which could be toured to other 	£247,000
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	venues in the UK 3) Strategic Marketing Project (Tourism) - research into types, patterns and potential of tourists visiting hub museums and hub towns/cities throughout the year	
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Community Engagement

CE-1	At the Heart of the Community: Community Partnership and Cultural Entitlement – Russell-Cotes Museum & Art Gallery Building community engagement through a programme of: i) community volunteering to cultivate participation and ownership, increase sustainability and workforce diversity ii) community research and consultation and user-led product development, iii) community participation, partnerships and decision-making.	£117,000
CE-2	Communities – older people – rcm Rcm will support health and well being of older people through its memory box scheme, an outreach activity focused on providing quality experiences within care homes across Cornwall. This will be developed by training museum partners and care workers to deliver reminiscence sessions with health partners across the region.	£43,000
CE-3	Communities – younger people – rcm This ongoing programme will include working with community partners in developing specific projects, focused on creating greater access to and relevance of our collections for young people. Rcm will continue its rolling programme with University College Falmouth, a live project which enables students to develop skills in working to briefs, presenting to clients and steering creative development. The project will inform interpretation strategies for youth audiences in the permanent galleries, and yield new ways of thinking about and presenting collections.	£64,000
CE-4	Art for public impact – Bristol CMAG The new Museum of Bristol will include artworks created by commission. The project will support a diverse group of local people, not current museum/ art gallery users, to work with artists to inform the process. The participants will develop a range of transferable, life-long learning skills and can form an advisory group for the Museums, Galleries and Archives Service's arts programme. Some participants will be young people for whom working with professional, international artists could lead to creative apprenticeships and online international exchanges through Strategic Commissioning in partnership with the British Museum.	£61,000
CE-5	Community Living Room - Bristol This project takes the museum onto the street and into the community. Sites in different parts of the city will be strategically chosen to attract a wide range of diverse local people, and will operate for between 3-9 months, enabling deeper relationships to be developed with local people who tend not to use the museum. There will be a range of programming at the sites, delivered in part by the Service in partnership with key organisations, and in part by local people themselves, who will collect stories and objects of their personal and local histories for the Living Bristol gallery.	£61,000
CE-6	Shaping Neighbourhoods - Bristol	£61,000

	This project seeks to engage with diverse groups of local people who are not actively involved in their community will develop a sense of place of their neighbourhood by investigating and interpreting their local area (history, geography, culture, etc.) through creative media. Through this they will develop skills as well as understanding of how people have played a part in the changes in their area and how they themselves can make a difference. The outputs will be used as a stimulus to involve more local people to shape their area through Neighbourhood Partnerships and Community Action planning. New collections documenting the city will be created.	
CE-7	Organisational change - Bristol The project will focus on staff development, partnership working, workforce diversity, equalities championing, links between all strands and evaluation. The communities team will identify the most effective ways of creating a diverse, audience-focused organisation and new and sustainable ways of engaging with communities after Renaissance, including commissioning processes.	£82,000
CE-8	Volunteer South West- Renaissance Hub Central This will be a programme of volunteering opportunities and development across the SW region with cultural, health and community partners in order to diversify the museum volunteer workforce, engage with wider audiences, embed the service within the community and demonstrate the contribution of volunteering in museums to government. Volunteering projects at a local hub level will be incorporated within this wider regional project to ensure a single coordinated approach to volunteering and evidence against key indicators. The project will also contribute to Workforce Diversity and Workforce Development, to reflect volunteers' integral place in the museum sector.	£307,000
CE-9	Plymouth community engagement programme – Plymouth City Museum The city's museums will deliver a wide-ranging outreach programme to promote community cohesion by helping to develop and sustain a sense of local identity, build stronger and safer communities, contribute to getting more people actively involved with the museum at a neighbourhood level, and finally help provide an opportunity for local people to inform and influence how Plymouth City Museum functions and makes decisions.	£68,000
CE-11	Moving Here – Royal Albert Memorial Museum, Exeter Moving Here will explore the diverse histories and stories of people who have moved to Exeter. It is strongly related to the highly successful <i>Living Here: West of the Exe.</i> . How people move into and connect with a new community has emerged as a strong theme in <i>Living Here</i> . It revealed people who have relocated to Exeter for many reasons, from a retired professional from Surrey to an asylum seeker from Afghanistan: each RAMM's aim in this project is to capture these unique memories and preserve them in its collections. www.livinghere.couk	£44,000

Sub total £915,000

Community Engagement – projects in development

	Developing a model for skills-based training in museums - linking museum sector's experience in developing volunteers with programmes of skills based learning and apprenticeship schemes.	£166,000
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Collections Care

CC-1	<p>Conservation - BCMAG</p> <p>The new Museum of Bristol will be one of the first major museums to make stories and memories as relevant to the story of a city as the physical artefacts. Three permanent galleries will show collections that have never (or rarely) been on display, and iconic objects and archives will be used to bring to life key Bristol stories.</p> <p>The conservation team will seek opportunities to develop skills by including, training and supervising volunteers and conservation interns to assist their work. They will also provide conservation insight into the interpretation, content and programming.</p>	£323,000
CC-2	<p>Conservation for major capital redisplay projects – RAMM Exeter</p> <p>Increased public access to collections is central to RAMM's redevelopment. It will require the redisplay of over 7,700 items in new galleries (a 50% uplift on previous figures), as well as the preparation of about 100,000 items for inclusion in a visible collection store at the heart of the new museum. In addition there will be a member of staff to recruit and coordinate local volunteers to help clean and repack the 100,000 objects returning to visible storage, and another to support the in-house technical team.</p>	£196,000
CA-1	<p>Web development Bristol CMAG and RAMM.</p> <p>This will provide audiences with optimum quality digital experiences, within museum spaces and online – such as software-based and physical interactive exhibits, web resources and virtual spaces for engagement with collections, principally accessed through our new websites. Users can shape and create content, principally through Museum of Bristol's new website, transforming the museums into digital organisations. The project will assist in capturing, managing, and making internal and external knowledge accessible and delivering an enterprise architecture for the region and a digital toolkit for small museums.</p>	<p>RAMM £241,000</p> <p>BCMAG £142,000</p>
CD-1	<p>Collecting for Plymouth – Plymouth City Museum</p> <p>Projects to develop collections include online access to archaeological archives, contemporary art commissioning (and display) in response to stored collections, pursuing partnerships and funding opportunities to further the knowledge and information associated with collections, and providing opportunities for volunteering / work experience and developing skill sets of staff working with collections.</p>	£176,000
CD-3	<p>Community History – Bristol</p> <p>The Museum of Bristol is due to open in Spring 2011. Development of its community history collections and practice is one of the key elements in ensuring successful delivery of the vision for this inclusive, people-focused and citizen-centred 21st century museum. This major project will extend, update and re-interpret Bristol's Museums, Galleries and Archives' (BMGA) local and community history collections and practice, to better represent and serve its diverse contemporary communities in telling the stories of the city's past, present and future.</p>	£88,000

Collections Care – projects in development

CD-2	<p>Working with artists</p> <p>Developing understanding of collections through new commissioned art works</p> <p>This work will enable visitors to see collections with new insight, promote the region and its museums as centres for artistic</p>	£88,000
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	<p>inspiration and be evaluated to inform future collections development.</p> <p>Developing cultural tourism through creativity and innovation</p> <p>The engagement of artists in understanding and using the collections as inspiration for their work will develop new audiences and promote museums as centres of creativity.</p> <p>The funding will be used for a variety of activities: employment of two project curators to lead regional partnerships, complete evaluation of the first phase, establish the relationship between Arts Council and MLA, work with consultants and arrange phase two. Phase one will include a bid to Arts Council for match funding to support the new programme of work. A commissioning board will be created for commissions in 2010, and publications will promote and demonstrate impact to secure sustained funding for next round.</p>	
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Sub total £1,242,000

Hub Operations

HO-1	This project funds the central management and administration of Renaissance in the region, including performance management and evaluation; programme and project coordination including administration of museum development, museum skills, accreditation and workforce development initiatives; communications and governance; and supporting transformation and collaborative working.	£527,000
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Sub total £527,000

Learning & Skills

LS-EY1	<p>Continuing and developing Early Years Provision – rcm</p> <p>This is the continuation of a hub wide research project promoting skills sharing and partnership working, enabling practitioners to use objects to develop children's critical thinking and speaking and listening skills. Rcm will develop partnerships across the region with early education providers to extend children's learning in partner settings.</p>	£44,000
LS-EY2	<p>Developing new provision for Early Years Foundation Stage and Key Stage 1 – Bristol City Museum & Art Gallery</p> <p>This will create a learning programme for children in the EYFS/KS1, and a sustainable, regular offer of resources and activities for this age group. The work will involve revision of the existing programme to ensure its relevance to the new Primary Curriculum, and create a new offer for the Museum of Bristol.</p>	£81,000
LS-EY3	<p>Continuing and developing Early Years Provision - RAMM</p> <p>RAMM will continue developing and delivering early years learning connected to its collections, raising its profile as a centre for early years learning with 3 practitioner centres and delivering a range of activities. It will share its findings and practical support with 10 south west museums and heritage organisations</p>	£43,000
LS-EY4	<p>Early years & family provision in Plymouth Plymouth Museum will continue delivering its early years and family provision. Priorities are to build on the experience and positive feedback received from participating parents in <i>Imaginators</i>, Plymouth City Museum's parents as first educators group. It will also develop Wild About Plymouth, a natural environment outreach family activity programme, in partnership with Plymouth City Council, and will implement a programme to create gallery boxes for family engagement.</p>	£91,000
LS-1419-	<p>Developing museums for 14-19 and the Cultural Offer - The South West Hub</p> <p>With a range of partners in the wider museum community, local government, training providers and public bodies, this programme will</p>	£224,000

1	support learning for 14-19 year olds. It will reach audiences such as 17-19 year olds who are not in education, employment or training (NEET) and use new Diplomas in the SW region.	
LS- CI-1	Developing a sustainable and high quality new offer for schools at the Museum of Bristol Over the next 2 years this project will develop a new offer for schools for the new museum of Bristol. It will involve delivering and evaluating a range of workshops and activities on different themes, with a new emphasis on skills. Programme findings will shape the offer for the Museum of Bristol and inform the creation of its learning spaces. This approach will follow and develop best practice in teaching and learning outside the classroom. Knowledge can be shared across the hub and at national level. Evaluation of the new workshops and of the new programme will be shared.	£200,000
LS- CI-2	Continuous Improvement of service delivery – quality standards, improvement and user led resources As the RAMM building is closed for 2009-11, an outreach service run from two vans will continue to provide services to schools as well as through St Nicholas Priory, our branch museum. This service links the strengths of RAMM's collections, and their role in creating a sense of place, to the National Curriculum through drama, role-play and handling sessions in the classroom and on-site at the Priory. RAMM will also re-launch its videoconferencing sessions.	£280,000
LS- CI-3	Schools delivery and development (primary and secondary) – rcm This project will consolidate the existing schools programme, refreshing all in- and out-reach projects to ensure they meet new QCA guidelines, centred around personal, learning and thinking skills, cross-curricular support and the provision of skills sharing/training opportunities for teachers (CPD) as well as supporting the Learning Outside the Classroom manifesto.	£145,000
LS- CI4	Plymouth Schools Offer This project will continue innovation in delivering a wide ranging and inspiring learning programme based on Plymouth's historic collections held in Plymouth City Museum and the Plymouth & West Devon Record Office.	£137,000
LS- CI-5	Inspired Learning – Russell-Cotes Developing and delivering inspiring programmes of learning and community engagement to meet the needs of target audiences and communities through learning activities, lectures/talks, workshop sessions, exhibitions, resources for self-directed/ user-led and facilitated visits, INSET and outreach.	£93,000
LS- SC1	Democracy and dialogue – a new offer for KS3 This will create a new cross-curricular offer for KS3, comprising facilitated activities, resources for self-guided visits, ICT and web resources for the new Museum of Bristol. This offer will focus on many aspects of the new KS3 citizenship curriculum and explore how those issues can be addressed through different subject strands.	£81,000
LS- SC2	Family programme - rcm This project will continue rcm's family programme, creating opportunities for family centred learning, building self-esteem, knowledge and skills through an annual programme of events and activities. The museum will improve its services for families through the development of a hub wide family-friendly scheme, to provide improved facilities for families, as well as more targeted inter-generational family activities and family learning opportunities through the development and delivery of events (such as our highly successful pilot family sleepover) and workshops.	£43,000
LS- SC3	Parental Engagement in Learning - RAMM Following an exploratory research project looking at ways in which museums can best support parents as first educators for children aged 0-5, RAMM will build a programme with partners in the wider museums community to support parental engagement in their children's education using the resources of their local museums. The project will create resources and activities designed to encourage parental involvement in learning, both through partnerships with formal education providers and early years settings but also as informal visitors to the museums.	£43,000

*Sub total £1,462,000***Museum Development**

MD- RMD- 1	MDO Post Support As part of the Museum Development Fund South West Programme in 2006-8, MDF and core Renaissance financial support was provided to provide match fund against local authority funding for Museum Development Officer in the region. The following MDO posts in 10 local authority areas receive funding as part of a service level agreement: Somerset CC, Dorset CC, Gloucestershire CC, Bath & North East Somerset, Teignbridge DC, South East Cornwall, Plymouth & South Hams (Hub based), Cornwall (Restormel DC) (Hub based), Devon (West Devon DC) (Hub based), Torridge DC & North Devon DC, North Cornwall DC. A key role of the MDO posts is to support community run and smaller independent museums, through signposting to, and provision of training and skills development to achieve Accreditation and other national standards.	£191,000
MD- RMD- 2	MDF Grant programme 09-10 This provides a competitive grant scheme open to the 20 SW Museum Development Officers of up to £135,000 to fund targeted activity that specifically measures the impact of museum services, or museum led projects as part of a partnership, on the local priorities identified within the Local Community Strategy.	£152,000
MD- RMD- 3	Implement Museum Accreditation MLA has provided an additional allocation for each region of up to £30,000 towards the delivery of pre application support for Accreditation and regional management. A contract with Tempus Fugit has been awarded to provide specialist support to museums, Curatorial Advisors and Museum Development Officers in the region. A further £10,000 of this funding is for the delivery of Accreditation training as part of the Museums Skills programme and will enable additional support and improvement through promotion and adoption of MLA Toolkits.	£0 Renaissance £60,000 from separate MLA fund
MD- RMD- 4	Collection Care Support and Feasibility Study – Hub Central This project involves a feasibility study of the region's needs for conservation and collection care support. It will support the existing RAMM based Conservation Development Officer (April 09-March 10) to provide access to conservation and collection care support and funding advice to museums in the south west during 2009-10.	£61,000

*Sub total £404,000***Sustainable Development**

SD- OCD1	Museum Operations – rcm This will provide operational capacity for rcm to effect a programme of organisational change leading to long-term sustainability, funding: Head of Finance and Administration – financial management, planning and reporting, Operations Officer – H&S, personnel	£118,000
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	visitor services, and Administration Office (part time where applicable)	
SD-OCD2	Fit for purpose: strategic service planning – Russell-Cotes Development of key strategic plans to transform the Russell-Cotes Art Gallery & Museum into an organisation that is fit for purpose, efficient, sustainable and aligned to local and regional agenda. This work will result in a new service delivery model, fits with Renaissance's Community Engagement, Audience Development and Learning Programmes and will create a museum that is at the heart of the community.	£84,000
SD-IC-1	Business Development – Bristol CMAG During 2009-11 Bristol Museums will build a business development team to create sustainable models for income generation. The team will comprise an events officer who will develop the potential for existing sites to raise income from commercial activities, and a fundraising function that by 2011 will have supported the Museum of Bristol project and a sustainable model for ongoing fundraising.	£131,000

SD-IC-2	Fit for Purpose: Mainstreaming Income Generation and Fundraising – Russell-Cotes This project is designed to embed and mainstream entrepreneurialism, income generation, and fundraising into the Russell-Cotes' core business strategy and operations and facilitate whole team ownership, funding a proportion of the Marketing & Funding Manager's post over 2 years.	£41,000
SD-IC5	Building a financially sustainable future – rcm Ensuring the financial sustainability of the Royal Cornwall Museum is the number one priority for the governing Board of Trustees of the RIC. The strategy has two two-prongs: advocacy with Cornwall Council and other major stakeholders and the creation of an endowment through fundraising. This project includes funding towards the Head of Development & Communications and the Membership and Development Officer.	£167,000
SD-IC6	Regional Implementation of the National Museum & Arts Standardised Charge A fixed term project (Summer 2009 – Winter 2010) to promote the implementation of the national Museum & Arts Standardised Charge. Funding will be used to appoint a cultural planning consultancy to support the local application of national guidance 'Towards a Standardised Charge approach for Museum & Arts' in the development planning documents of 3 Planning Areas for Culture (PAC). The 'Towards a standardised charge approach for Museum & Arts' research forms part of the suite of cultural standardised charges within the Cultural Planning Toolkit (CPT) of the Living Places programme. This project seeks to address the place of museums within the local development and political context including the spatial expression of Local Area Agreements, Regional Development Frameworks and the resulting planning documents at a local level in three Planning areas for culture.	£40,000
SD-PFM-1	Programme Development – BCMAG This project will ensure that Bristol has the management and administrative capacity to deliver the change element in the Renaissance programme at a service level, and that the individual programme elements are monitored and contribute to the strategic review already underway in the service.	£68,000
SD-PFM2	Performance Management and Evaluation - Plymouth As part of a hub-wide approach to sound performance and financial management, this project will create the essential infrastructure and support for Plymouth City Museum to play its role. It will ensure that quality data and information is collected, analysed and fed back into both Plymouth City Museum and then into the central hub office in a timely and effective manner.	£66,000

SD-PFM 3	Management, Evidence, Sustainability and Excellence – RAMM This post supports delivery of Renaissance projects across RAMM. It has a co-ordinating function in relation to Exeter's programme of work and this includes oversight of data capture for MLA and local authority purposes to underpin stronger performance management. The post also provides specific and practical support to identified projects within RAMM's programme such as undertaking commissioning or facilitating evaluation work in line with the needs of the MLA's Research Team.	£66,000
SD-PFM 4	Fit for purpose: performance management & programme support – Russell-Cotes A programme of enhanced performance and financial management, 'back-office' programme and project support to underpin development and delivery of Renaissance South West's vision and priorities through ongoing delivery at Russell-Cotes.	£33,000

Sub total £815,000

Sustainable development – projects in development

	<ol style="list-style-type: none"> 1) E-commerce (Plymouth City Museum) - to identify entrepreneurial ways of maximising budgets and income opportunities at hub museums, such as increasing commercial potential of collections through exploitation of digital content and e-commerce 2) Income generation (RAMM Exeter) - plans are focused on three principal areas: grants and sponsorship; commercial income; and entrepreneurial activity 3) Sub-regional partnership solutions – to demonstrate culture's contribution to community regeneration and collaborate in important regional initiatives such as Living Places, through the focused activity of Planning Areas for Culture. 	£263,000
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Workforce Development

WD-1	Museum Skills -Through delivery agents SW Federation of Museums and Galleries, Renaissance SW will deliver a programme of sector workforce development in partnership with the 20 SW Museum Development Officers, SW Hub staff, museums across the region and key cultural stakeholders. Primarily the project will enable volunteers and staff within smaller organisations to engage in sector training delivered through the county networks.	£40,000
WD-2	Creative Apprenticeships In response to the Cultural Heritage Blueprint the SW Hub are seeking funding to develop a programme of opportunities in order to remove restrictive entry barriers into the sector. In conjunction with the successful Creative Cultural Skills funding Renaissance South West will provide an additional wage subsidy and regional sector skills network for 10 Creative Apprenticeship across hub and non-hub museums in collaboration with key cultural sector partners such as the arts and creative industries.	£70,000
WD-3	Meeting the Challenge A successful award from the Cultural Leadership programme will see a £100,000 investment in the South West Hub to address a development programme of Leadership. This will provide an essential impetus through which development and enhancement of leadership within the sector will be supported.	£26,000

Workforce Diversity

WDI-1	Implement Workforce Diversity Action Plans – Central project, Bristol City Museum and Art Gallery leading This project will provide a coordinated approach to hub wide workforce diversity through the continuation of a new Diversity Champions network. Other mechanisms such as the Sharing Skills scheme and the new Volunteer South West project will use this	£15,000
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	network as a source of support and information exchange to ensure project development includes consideration of workforce diversity. The funding will provide specialist facilitation, coordination, meeting and delivery costs for Workforce Diversity Champions.	
WDI-2	Diversify Placement – RAMM To host a Museums Association Diversify placement in the South West Hub. A member of the BME community will complete an MA in Museum Studies and as a result increase the number of individuals from a BME background joining the sector in order to more closely reflect the audiences and communities served by museums and galleries.	£29,000
WDI-3	Bristol's Diversity Leadership Programme Meeting the challenge (MTC) will be a professional development programme for future and existing cultural leaders, based in Bristol. The programme's long-term aim will be to increase the diversity of the cultural sector's leadership and increase the existing leadership's knowledge, experience and appreciation of diverse cultures.	£4,000

Sub total £446,000

This brings Renaissance South West funding to a TOTAL approaching £7,800,000